

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act

AIR FORCE EQUAL EMPLOYMENT OPPORTUNITY DATA

Section 301 of the Notification and Federal Employee Anti-discrimination and Retaliation Act of 2002 (No Fear Act), requires each Federal agency to post summary statistical data pertaining to complaints of employment discrimination filed against it by employees, former employees and applicants for employment under 29 C.F.R. Part 1614. The specific data to be posted is described in section 301(b) of the Act and 29 CFR 1614.704. The required summary statistical data for EEO complaints filed against the Air Force is available below. The posting of EEO data on agency public web sites is intended to assist Congress, Federal agencies and the public to assess whether and the extent to which agencies are living up to their equal employment opportunity responsibilities.

		FY 99	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05 thru 3rd Qtr	FY 05 4th Qtr	
Complaints Filed		826	795	618	540	540	673	402		
Individuals Filing Complaints		1320	652	522	478	475	608	375		
Class Complaints		N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Mixed-Case Complaints		N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Repeat Filers		N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Bases of a Complaint										
Race										
	Black	292	449	378	264	283	182	109		
	White	49	94	68	106	66	55	25		
	American Indian/Alaskan Native	9	20	7	10	6	10	11		
	American Asian Pacific Islander	15	32	9	37	38	28	12		
Color		N/A	N/A	N/A	99	137	105	55		
Religion		25	52	50	35	39	37	15		
Reprisal		505	559	336	418	423	297	171		
Gender										
	(Male)	101	157	114	102	69	92	28		
	(Female)	206	305	221	523	259	155	95		
National Origin										
	Hispanic	105	214	76	93	80	51	27		
	Other	51	64	31	56	54	56	30		
Equal Pay										
	(Male)	0	0	0	0	0	0	3		
	(Female)	1	0	0	0	0	3	1		
Age		224	291	215	251	231	187	142		
Disability										
	Mental	61	100	37	66	72	52	37		
	Physical	139	237	138	183	182	138	80		
Issues Raised in a Complaint										
Appointment/Hire		61	73	39	28	33	46	23		
Assignment of Duties		125	132	99	73	130	78	49		
Awards		7	19	13	24	34	13	9		
Conversion to Full Time		0	0	3	0	5	1	0		
Disciplinary Action										
	a. Demotion	9	14	2	3	9	7	5		
	b. Reprimand	38	75	35	32	36	34	17		
	c. Suspension	70	67	42	58	65	43	21		
	d. Removal	N/A	50	18	15	23	17	14		
	e. Other	8	31	50	287	44	30	10		
Duty Hours		19	52	23	27	31	27	21		
Equal Pay Violation		1	0	0	0	0	3	4		
Evaluation/Appraisal		215	394	248	216	263	122	53		
Examination/Test		1	2	3	5	0	2	0		
Harassment										
	a. Non-Sexual	340	634	290	598	360	200	137		
	b. Sexual	35	35	25	21	30	31	20		
Medical Examination		N/A	9	6	12	4	3	7		
Pay Including Overtime		52	57	15	47	42	19	21		
Promotion/Non-Selection		172	368	297	264	220	136	84		
Reassignment							21	17		
	a. Request Denied	23	18	8	13	16	6	4		
	b. Directed	58	42	42	33	27	15	13		
Reasonable Accommodation		0	21	19	13	25	20	22		
Reinstatement		5	1	7	7	5	3	0		
Retirement		10	8	5	8	3	3	3		
Termination		46	57	56	57	53	38	32		
Terms/Condition of Employment		110	196	67	95	78	71	38		
Time/Attendance		48	60	42	43	77	46	22		

Training	49	56	31	31	64	27	16		
Other	274	105	196	234	262	171	88		
	Not Specified	N/A	39	N/A	N/A	N/A	N/A	N/A	
	Non-Referral	N/A	3	N/A	N/A	N/A	N/A	N/A	
	Denied Appr.	N/A	1	N/A	N/A	N/A	N/A	N/A	
	Defamation	N/A	1	N/A	N/A	N/A	N/A	N/A	
	Disability Paperwork	N/A	1	N/A	N/A	N/A	N/A	N/A	
	EEO Activity	N/A	4	N/A	N/A	N/A	N/A	N/A	
	Delay Entitlement	N/A	1	N/A	N/A	N/A	N/A	N/A	
	Non-Compliance	N/A	1	N/A	N/A	N/A	N/A	N/A	
	Hostile Work Environment	N/A	2	N/A	234	N/A	N/A	N/A	
	EEO Comp. Procedure	N/A	8	N/A	N/A	N/A	N/A	N/A	
	Certification Proc.	N/A	3	N/A	N/A	N/A	N/A	N/A	
	RIF Action	N/A	1	N/A	N/A	N/A	N/A	N/A	
Investigations									
Cases in Which Investigations were Completed	655	536	402	405	276	271	240		
Average Time (days) it Took to Complete Investigation	318.2	263.6	231.4	198.6	205.5	244.18	219.3		
Complaint Dismissals									
Complaints Dismissed	114	47	82	89	90	139	79		
Average Time (days) it Took to Dismiss a Complaint	288.27	264.3	208.9	230.8	233.9	172.89	115.03		
Pending Cases									
Number of Open Cases that were Filed in Prior Reporting Period	1281	1263	708	759	753	705	655		
Individuals Filing in Prior Reporting Period	N/A	N/A	N/A	N/A	N/A	553	608		
Case Open at end of Reporting Period	966	1099	774	763	673	655	601		
Average Time (days) in investigation stage						380.85	438.74		
Open Complaints Pending Investigation	275	297	155	176	254	235	148		
Average Time (days) in investigation stage						161.34	218.76		
Open Complaints Pending Hearing	455	438	286	264	197	166	171		
Average Time (days) in investigation stage						676.22	682.57		
Open Complaints Pending Final Agency	110	201	243	235	160	211	173		
Average Time (days) in investigation stage						413.58	552.06		
Open Complaints Pending Appeal	N/A	N/A	N/A	N/A	N/A	126	182		
Complaints in Current Fiscal Year that Have been in Investigative Stage for more than 180 Days	N/A	N/A	N/A	N/A	N/A	66	61		
Final Agency Decisions									
Final Agency Decisions: Without a Hearing Before an Administrative Judge	250	173	175	168	228	289	163		
Total Final Agency Actions: With a Hearing Before an Administrative Judge	128	245	81	131	183	125	82		
Finding of Discrimination									
Total Final Agency Actions: Finding of Discrimination	23	4	11	15	15	7	13		
Findings of Discrimination without Administrative Judge Hearing	6	3	3	0	3	3	4		
Findings of Discrimination by Administrative Judge Hearing	17	3	8	15	12	4	9		
Complaints with No Finding of Discrimination	355	412	163	195	306	265	153		

Number of Findings of Discrimination by Basis										
Race										
	Black	N/A	N/A	N/A	N/A	N/A	3	3		
	White	N/A	N/A	N/A	N/A	N/A	1	0		
	American Indian/Alaskan Native	N/A	N/A	N/A	N/A	N/A	0	0		
	American Asian Pacific Islander	N/A	N/A	N/A	N/A	N/A	0	0		
Color		N/A	N/A	N/A	N/A	N/A	0	1		
Religion		N/A	N/A	N/A	N/A	N/A	0	0		
Reprisal		N/A	N/A	N/A	N/A	N/A	5	3		
Gender										
	(Male)	N/A	N/A	N/A	N/A	N/A	0	0		
	(Female)	N/A	N/A	N/A	N/A	N/A	0	8		
National Origin										
	Hispanic	N/A	N/A	N/A	N/A	N/A	0	4		
	Other	N/A	N/A	N/A	N/A	N/A	0	0		
Age		N/A	N/A	N/A	N/A	N/A	2	5		
Disability										
	Mental	N/A	N/A	N/A	N/A	N/A	0	0		
	Physical	N/A	N/A	N/A	N/A	N/A	3	1		
Findings of Discrimination <i>Without</i> Administrative Judge Hearing		6	3	3	0	3	3	4		
Findings of Discrimination <i>With</i> an Administrative Judge Hearing		17	3	8	15	12	4	9		

Number of Findings of Discrimination by Issue									
Appointment/Hire	N/A	N/A	N/A	N/A	N/A	1	2		
Assignment of Duties	N/A	N/A	N/A	N/A	N/A	0	2		
Awards	N/A	N/A	N/A	N/A	N/A	0	2		
Conversion to Full Time	N/A	N/A	N/A	N/A	N/A	0	0		
Disciplinary Action						0	4		
a. Demotion	N/A	N/A	N/A	N/A	N/A	0	1		
b. Reprimand	N/A	N/A	N/A	N/A	N/A	0	1		
c. Suspension	N/A	N/A	N/A	N/A	N/A	0	0		
d. Removal	N/A	N/A	N/A	N/A	N/A	0	0		
e. Other	N/A	N/A	N/A	N/A	N/A	0	2		
Duty Hours	N/A	N/A	N/A	N/A	N/A	0	1		
Equal Pay Violation	N/A	N/A	N/A	N/A	N/A	0	0		
Evaluation/Appraisal	N/A	N/A	N/A	N/A	N/A	4	3		
Examination/Test	N/A	N/A	N/A	N/A	N/A	0	0		
Harassment									
a. Non-Sexual	N/A	N/A	N/A	N/A	N/A	2	8		
b. Sexual	N/A	N/A	N/A	N/A	N/A	0	2		
Medical Examination	N/A	N/A	N/A	N/A	N/A	0	0		
Pay Including Overtime	N/A	N/A	N/A	N/A	N/A	0	1		
Promotion/Non-Selection	N/A	N/A	N/A	N/A	N/A	1	1		
Reassignment						0	0		
a. Request Denied	N/A	N/A	N/A	N/A	N/A	0	0		
b. Directed	N/A	N/A	N/A	N/A	N/A	0	0		
Reasonable Accommodation	N/A	N/A	N/A	N/A	N/A	0	0		
Reinstatement	N/A	N/A	N/A	N/A	N/A	0	0		
Retirement	N/A	N/A	N/A	N/A	N/A	0	0		
Termination	N/A	N/A	N/A	N/A	N/A	0	0		
Terms/Condition of Employment	N/A	N/A	N/A	N/A	N/A	2	3		
Time/Attendance	N/A	N/A	N/A	N/A	N/A	1	2		
Training	N/A	N/A	N/A	N/A	N/A	0	2		
Other						1	3		
Not Specified	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Non-Referral	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Denied Appr.	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Defamation	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Disability Paperwork	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
EEO Activity	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Delay Entitlement	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Non-Compliance	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Hostile Work Environment	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
EEO Comp. Procedure	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Certification Proc.	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
RIF Action	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Findings of Discrimination <i>Without</i> Administrative Judge Hearing	6	3	3	0	3	0	1		
Findings of Discrimination <i>With</i> an Administrative Judge Hearing	17	3	8	15	12	0	0		

N/A - Data not available